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ABSTRACT

This sixth follow-up study assesses Central Missouri State University's (CMSU) teacher education programs, involving input from professional education faculty, preservice teacher education candidates, teacher education graduates, and employers. The 1994 data revealed that 33 percent of the students in the 1993-94 Foundations of Education courses were male and 11 percent were nonwhite. Students rated their weakest academic areas as non-western philosophies and cultures, followed by legal and ethical responsibilities and mathematics. Data relating to student teachers indicated that 78 percent were females, 92 percent were white, and 45 percent were placed in elementary classrooms. A survey of graduates found that 82 percent were full-time classroom teachers, 43 percent within Missouri, with average salaries of $18,849. Seventy-nine percent of graduate respondents plan to work on graduate degrees in education, and 84 percent planned to be teaching 5 years later. Teachers were most dissatisfied with level of support from parents and community, salary/fringe benefits of teaching, and opportunities for professional advancement. Seventy-three percent of the principals hiring CMSU graduates felt that the teachers were strongly prepared for their positions. Principals felt that salary/fringe benefits was the top area of dissatisfaction for teachers. Copies of the survey instruments and data are appended. (JDD)

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ED 369 766

1994 TEACHER EDUCATION FOLLOW-UP STUDY

by

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Introduction

This report represents the sixth Follow-Up Study by the Teacher Education Assessment Committee (TEAC) at Central Missouri State University (Central), Warrensburg, Missouri. TEAC was established in April of 1988 by the joint efforts of Dr. Joe Huber, Dean of the College of Education and Human Services and the Professional Education Faculty of the University. TEAC's current committee members are as follows: John R. Zelazek, Wayne Williams, Carol Mihalevich , Larry Jones, Charles McAdams, and Kyle Palmer.

TEAC is a centralized system of data collection and assessment that conducts and publishes results of periodic assessments and evaluations of Central's Teacher Education Programs by soliciting input from: A) Central's Professional Education Faculty; B) Pre-service teacher education candidates at Central ; C) Graduates of Central's teacher education programs; and D) Employers (principals) of educators who were prepared by Central. The results of all assessments and evaluations are shared with all Departments involved in teacher education programs as well as school districts in Missouri that employ Central graduates. TEAC provides specific information to individual departments for use in the advisement and counseling of students as well as program revision and course development. Demographic trends of teacher education classes, at both elementary and secondary levels, have been tallied, analyzed and distributed in order to help in load assessment, needs assessment, future planning for program adjustment, and personnel management. The use of TEAC survey data has been helpful to the University, so that it can look at the whole picture rather than fragmented pieces.

TEAC and the Office of Institutional Research and Testing Services have jointly developed a data-base of 11,000 past and present Central students and coordinates that data with the Office of Clinical Services and the Teacher Education Council. TEAC designed four major surveys based on Freemans (1988) research. The response time for this data is very quick.

TEAC provided information for the Missouri Department of Elementary and Secondary Education and NCATE accreditations and the North Central Association assessment. The results of the DESE and NCATE studies have been shared with the appropriate writing committees for the accreditation reports.

Conclusions

The 1994 data revealed that 43 % of the previous years graduating class (48% Elementary Education 46% Secondary Education, and 17% Speech Pathology) secured full-time teaching positions within the State of Missouri. (Note: Most Speech Pathology majors tend not to seek employment in the public schools)

Central teacher education graduates **(first and second year teachers only)** are employed in 163 of the 535 districts across the State of Missouri.

Of those Central graduates employed over the past four years as full-time teachers in the Missouri public school systems, 75% were employed in school districts that reside within a 60 mile radius of CMSU.

TEAC does not have access to employment statistics of Central graduates in states other than Missouri, nor in Missouri private school settings, substitute teacher listings, Day Care Schools, state asylums, and other teaching situations not listed by the State of Missouri (DESE) Statistical Office.

Students in the Foundations classes were predominantly white females. Thirty-Three percent of the student population in the 1993-94 Foundations of Education courses were male. Eleven percent listed their cultural backgrounds as other than white. Ninety-one percent were full-time students. When asked to rate their weakest academic areas, Non-Western philosophies and cultures was ranked first, legal and ethical responsibilities of teachers second, and mathematics third.

Seventy-eight percent of the student teachers were females, and forty-five percent were placed in elementary classrooms. Ninety two percent were white. The students rated their student teaching experience very high as did past student teachers.

The average salary for Central graduates (First and Second year teachers) was $18,849. Ninety-one percent of the 1993-94 graduate survey respondents were white. Seventy-six percent were full-time students while completing their undergraduate degree. Seventy-nine percent of the graduate survey respondents plan to work on graduate degrees in education with fifty-four percent planning to complete their graduate work at Central.

A little over eighty-two percent of the respondents were full-time classroom teachers. The teaching level appeared to be equally stratified from early elementary to senior high school. Seventy-eight percent hold positions at their preferred teaching level.

Eighty-four percent of the graduate survey respondents planned on teaching five years or more from now. Fifty-four percent found it necessary to obtain employment outside the school system during the school year. Eighty-two percent stated they would enroll in a teacher preparation program again.

The teacher's top three areas of dissatisfaction in their current positions were, level of support from parents and community, salary/fringe benefits of teaching, and opportunities for professional advancement.

Seventy-three percent of the principals hiring Central's graduates who responded to the survey felt that the teachers were strongly prepared for their current positions. Principals feel salary and fringe benefits is the top area of dissatisfaction for teachers.

(TEAC--Foundations of Education--1994)

Of the 535 Foundations of Education students enrolled during the 1993-1994 school year, 503 (94% return) completed the survey.

Survey results are listed in whole numbers unless acknowledged as an average.

Please read each statement, then circle, fill-in or choose your response for each item.

1. Sex: (Check one)

males	165
females	338

2. Age: **Fill-in** __22.4 (average)____years

3. Are you a Post-Bachelor Student? **Circle**

Yes 49

4. How would you describe yourself? **Check only one.**

American Indian	008
Asian or PI	008
African American	028
Hispanic	010
White	447
Other	000

5. How would you characterize your status as an undergraduate? **Check only one.**

Full-time student	459
Part-time student	019
Sometimes full-time/part-time	025

6. When do you plan to complete all requirements of your teacher certification program? **Check only one.**

Fall 1993 through summer 1994	013
Fall 1994 through summer 1995	100
Fall 1995 through summer 1996	212
Fall 1996 through summer 1997	143
Fall 1997 through summer 1998	034
Other	001

7. What do you consider to be the primary goal of education? **Check only one.**

Promoting academic development	236
Enhancing personal development	232
Facilitating social development	034

8. How do you rate your academic background in each of the following areas ?

KEY---1=very weak; 2=weak; 3=adequate; 4=strong; 5=very strong

Averages are listed for the student responses

3.1	Mathematics
3.4	Social Studies
3.2	Natural Sciences
3.5	Humanities
3.2	Multi-cultural issues and perspectives
2.7	Non-Western philosophies and cultures
3.6	American history
3.3	American literature
3.2	Education-historical and philosophical development
3.3	Contemporary educational issues
3.3	Theories/principles of how students learn
3.4	Child/adolescent growth and development
3.2	Social and political roles of schools in America
3.2	Classroom management techniques/procedures
3.0	Legal and ethical responsibilities of teachers

(TEAC--Student Teachers--1994)

Of the 372 student teachers enrolled during the 1993-1994 school year, 339 (91%) completed the survey.

Survey results are listed in whole numbers unless acknowledged as an average.

Please read each statement, then circle, fill-in or choose your response for each item.

1. Sex:

males	074
females	265

2. Age: 25 years (Average)

3. What was (will be) your marital status at the time you complete certification?

Single	207
Married	128

4. How many minor children do you have living with you?

None	265
One	035
Two	018
Three or more	017

5. How would you describe yourself?

Native American	007
Asian or PI	000
African American	006
Hispanic	002
White	312
Other	012

6. How would you characterize your status as an undergraduate?

Full-time student	305
Part-time student	007
Sometimes full-time/part-time	025

7. When will you complete all requirements of your teacher certification program?

Fall 1993	141
Spring 1994	173
Summer 1994	025

8. On a scale of one to five, how would you rate the overall quality of:

KEY---1=very weak; 2=weak; 3=adequate; 4=strong; 5=very strong

Averages are listed for the student teacher responses

4.0	Your teacher preparation program
4.1	Courses in your undergraduate major field
3.9	Courses in your minor field(s) **May not apply**
3.2	The liberal arts/general education courses you have taken
4.7	Your student teaching experience
3.8	Advice/counseling you received from your departmental advisor in your major
3.7	In your minor field(s) of study. **May not apply**
2.8	Advice/counseling you received from your academic advisor
3.9	Support, assistance, and help from faculty and staff in your education program

9. To what extent have education courses (other than field-based experiences such as student teaching) contributed to your success as a teacher? These courses have made a(n) _____ contribution to my success.

Very significant	065
Significant	168
Moderate	084
Insignificant	011
Very insignificant	007

10. How would you rate your preparation to teach in culturally diverse settings ?

Excellent	013
Good	091
Average	158
Weak	055
Poor	013

11. How would you rate your preparation to teach AT RISK students ?

Excellent	022
Good	106
Average	123
Weak	055
Poor	022

12. Do you feel you are a(n)..

Exceptional student teacher	079
Better than average student teacher	190
Average student teacher	045
Below average student teacher	009
Inferior student teacher	003

13. How do you rate your academic background in each of the following areas ?

KEY---1=very weak; 2=weak; 3=adequate; 4=strong; 5=very strong

Averages are listed for the student teacher responses

3.4	Mathematics
3.4	Social studies
3.3	American History
3.3	Natural sciences
3.5	Humanities
3.2	Multi-cultural issues and perspectives
2.4	Non-Western philosophies and cultures
3.2	Education historical and philosophical development
3.6	Contemporary educational issues
4.0	Theories/principles of how students learn
3.9	Child/adolescent growth and development
3.5	Social and political roles of schools in America
3.9	Classroom management techniques/procedures
3.7	Legal and ethical responsibilities of teachers
3.2	American Literature

14. What do you consider to be the primary goal of education?

Promoting academic development	162
Enhancing personal development	134
Facilitating social development	043

15. Which describes best the level at which you did your student teaching.

Elementary K-3	137
Elementary 4-8	038
Middle or Junior High School 6-9	015
Senior High School 9-12	073
Combination	076

January, 1994

Dear Educator,

On behalf of the Teacher Education Assessment Committee (TEAC) at Central Missouri State University, I ask your assistance in the assessment process we are currently undertaking. Please return the survey to me in the prepaid envelope by February 15, 1994.

This task is in compliance with The State of Missouri law (Excellence in Education Act of 1985), our national accreditation agency for teacher education, NCATE, and our regional accreditation agency, North Central. **We need to conduct a follow-up of students who completed certification or graduated from our programs.** These data will be used in conjunction with last year's survey and surveys that are currently being distributed by individual departments on our campus for the purpose of improvement.

I will also be contacting your principal to make him/her aware of our surveys, and ask him/her to participate in an employers' survey. All responses will be confidential. If you wish a copy of our results, please enclose a self-addressed stamped envelope, and I will send you a copy as soon as they are compiled.

Sincerely,

Dr. John R. Zelazek, Chair
Teacher Education Assessment Committee

(TEAC---Graduates---First and Second Year Teachers---1994)

Of the 442 Graduates (First and Second Year Teachers) employed in the State of Missouri during the 1993-1994 school year, 257 (58%) completed the survey.

Survey results are listed in whole numbers unless acknowledged as an average.

Please read each statement, then circle, fill-in or choose your response for each item.

1A. Sex:

Males	035
Females	218

1B. Level:

Elementary	172
Secondary	085

2. Age in years: 27.1 years (Average)

3. What was your marital status at the time you graduated from college?

Single	122
Married	124
Other	007

4. What is your current salary per school year? $18,849 (Average)

How many years have you been teaching?

One	168
Two	061
Other	028

5. How would you describe yourself?

Native American	003
Asian or PI	000
Hispanic	000
White	235
African-American	002
Other	017

6. How would you characterize your status as an undergraduate?

Full-time	197
Part-time	014
ft/pt	066

7. During which semester did you complete all requirements of your teacher certification program?

Fall 1988 through Summer 1989	017
Fall 1989 through Summer 1990	011
Fall 1990 through Summer 1991	018
Fall 1991 through Summer 1992	087
Fall 1992 through Summer 1993	099
Other	025

8. How many children do you have?

None	154
One	019
Two	045
Three	029
Other	003

9. Do you plan to do your graduate work in education?

Yes	203
Not Sure	036
Completed	014

10. Do you plan to do your graduate work at CENTRAL MISSOURI STATE UNIVERSITY?

Yes	140
Not Sure	068
No	038

11. How would you describe your current position in education?

Full-time teacher	211
Permanent substitute	019
Part-time teacher	014
Day to day substitute teacher	000
Education specialist	003
School administrator	000
Other	003

13. At what grade level do you teach?

Preschool/kindergarten	054
Early elementary/grades 1-3	033
Upper elementary/grades 4-6	037
Middle school/jr. high	041
Senior high school,	021
More than one level	029
Other	031

14. Is this the level at which you prefer to teach?

Yes	203
No	054

15. **--#15 is for Secondary Majors only**--(a) What subject(s) do you teach? (check all that apply)

_1_Agriculture	_15_Art	_15_Biology	_7_Business	_1_Computer Sci.
_3_Marketing	_13_Earth Sci.	_18_English	_7_Health	_7_Home Econ
_21_History	_0_Industrial (ARTS) Technology Education			_7_Journalism
_20_Mathematics	_0_Music	_4_Physical Education		_20_Physical Sci
_28_Social Studies	_11_Special Ed.	_3_Speech/Theatre		_3_Foreign Lang.

16. What best describes your teaching assignment?

Contained Classroom	175
PE instructor	007
Art instructor	015
Music instructor	000
Other	038

17. About what percent of your present teaching assignment is in the grade(s) or subject area(s) in which you were certified/endorsed ?

215 graduates responded that 100% of the assignment was in their areas of certification/endorsement. 30 graduates responded that at least 10% to as much as 50% of their assignment was not in their area of certification or endorsement.

18. For how long have you been teaching full time?

Less than one year	144
1 to 2 years	090
2 years	012
Other	004

19. Five years from now, do you plan to be ?

Teaching	201
Education Specialist	010
Continuing Education	022
Out of Workforce	013
Other	004

20. How much longer do you expect to teach?

< five years	042
5-10 years	031
11-20 years	050
More than 20 years	123

21. In the past year, have you been employed in some capacity besides your teaching assignment?

No	119
Yes	138

If Yes, how would you describe your other source(s) of income? (circle all that apply)

029	Coaching
038	Other school-related assignment during the school year
041	Employment outside the school system during the school year
053	School-related job during the summer

22. If you had it to do over again, would you still enroll in a teacher preparation program?

Definitely yes	145
Probably yes	061
Probably not	021
Definitely not	008

23. Please rate your level of satisfaction with each of the following aspects of your current positions.

KEY---1=very satisfied; 2=satisfied; 3=neutral; 4=dissatisfied; 5=very dissatisfied

Averages are listed for each response

2.4	Salary/fringe benefits
2.1	Quality/level of administrative support
1.9	Level of personal challenge
2.2	Methods used to evaluate your teaching performance
2.1	General work conditions
2.1	Intellectual stimulation of the workplace
2.1	Geographical location
2.4	Opportunities for professional advancement
2.6	Level of support from parents and the community
2.1	Level of support from administrators and colleague
1.8	Interactions with colleagues/students
1.9	Your sense of professional autonomy/level of discretion

24. Do you plan:

to transfer to a different school within your current district ?	Yes 007	No 203
to seek employment in another district?	Yes 093	No 135
to seek employment outside of education?	Yes 025	No 174

25. To what extent have education courses (other than field-base experiences) contributed to your success as a teacher? These courses have made a _____contribution to my success.

Very significant	020
Significant	076
Moderate	137
Insignificant	016
Very insignificant	000

26. At the time you completed your teacher preparation program, how would you have rated the adequacy of your preparation to teach in a culturally diverse setting with **at-risk** students?

Very weak	030
Weak	118
Adequate	080
Strong	018
Very strong	000

27. What do you consider to be the primary goal of education? CHOOSE ONLY ONE.

Promoting academic development	117
Enhancing personal development	114
Facilitating social development.	015

January, 1994

Dear Principal,

On behalf of the Teacher Education Assessment Committee (TEAC) at Central Missouri State University, I ask your assistance in the assessment instrument that I would like you to complete. Please return the survey to me in the prepaid envelope by February 15, 1994.

This task is in compliance with The State of Missouri law (Excellence in Education Act of 1985), our national accreditation agency for teacher education, NCATE, and our regional accreditation agency, North Central. We need to conduct a follow-up of employers of **our graduates** and **students who went through our certification program**. These data will be used in conjunction with last year's survey and surveys that are currently being distributed by individual departments on our campus for the purpose of improvement.

I will also be contacting your teachers to make them aware of our surveys and ask them to participate. All responses will be confidential. If you wish a copy of our results, please enclose a self-addressed stamped envelope, and I will send you a copy as soon as they are compiled.

Sincerely,

Dr. John R. Zelazek, Chair
Teacher Education Assessment Committee

(TEAC---Principals---1994)

Of the 323 principals who evaluated first and second year teachers (graduates of Central) during the 1993-1994 school year, 227 (70%) completed the survey.

Survey results are listed in whole numbers unless acknowledged as an average.

Please read each statement, then circle, fill-in or choose your response for each item.

1. How many CMSU graduates and/or post-bachelor certification graduates did you employ this school year as true first-year or second-year teachers? 287

   Sex:

males	064
females	223

2. What is their annual individual salary ? Please list a number for each.

less than $18,000	000
$18,000-19,999	244
$20,000 or beyond	033

3. How would you describe them? Please list a number for each.

American Indian	000
Hispanic	000
Asian or P I	000
White	283
African American	004
Other	000

4. Do you feel they are satisfied with the profession they have chosen? Please give a number for each choice.

Yes	283
No	004

5. How well prepared do you consider them for their present position?

Very strong	050
Strong	116
Adequate	049
Weak	000
Very weak	000

6. How would you describe their current positions in education? Please list numbers for each position.

Full time teacher	274
Permanent substitute	004
Part-time teacher	009
Other	000

7. What subject(s) do they teach? (please list numbers for all that apply)

_5_Agriculture __5_Art _5_Biology _8_Business

_2_Computer Science _0__Marketing _5_Earth Science _96_Elementary

_35__English _1__Health __8_Home Economics _2__History

_0__Journalism _37_Mathematics _0__Music _13_Physical Ed.

_9__Physical Sciences _21_Social Studies _25_Special Education _8__Speech/Theatre

_8__Foreign Language _4_Industrial (ARTS) Technology Education

_21_Other(s)_____

8. What percent of your first-year and second-year teachers are certificated in all areas they are presently teaching? (Excluding emergency certificates)__89___%

9. How many of your first-year and second-year teachers are on emergency teaching certificates?_11__% In what disciplines? Special Education, Math, and Science

10. Please rate your perception of your new teachers' level of satisfaction with each of the following aspects of their current teaching positions.

KEY---1=very satisfied; 2=satisfied; 3=neutral; 4=dissatisfied; 5=very dissatisfied

Averages are listed for the principals responses

2.3 salary/fringe benefits

1.8 quality/level of administrative support

1.7 level of personal challenge

1.9 methods used to evaluate your teaching performance

1.7 your sense of professional autonomy/level of discretion

1.8 general work conditions

1.9 intellectual stimulation of the workplace

1.7 geographical location

2.2 opportunities for professional advancement

2.1 level of support from parents and the community

1.7 level of support from administrators and colleague

1.6 interactions with colleagues/students

11. To what extent have education courses (other than field-based experiences such as student teaching) contributed to their success as a teacher? Please list numbers for each choice.

Very significant	035
Significant	126
Modest	104
Insignificant	008
Very insignificant	012

12. Would you hire your first-year and second-year teachers again? Please list a number for each

All	266
Some	008
None of these	010

13. How well prepared are your first-year and second-year teacher to teach in culturally diverse settings ? Please list a number for each

Excellent	030
Good	061
Average	125
Weak	045
Poor	022

14. How well prepared are your first-year and second-year teacher to teach AT RISK students ? Please list a number for each.

Excellent	020
Good	111
Average	0 79
Weak	049
Poor	009

ABOUT YOU

15. When did **you** complete your teacher preparation program ? (Year) Range = 1954-1991.

16. What was your undergraduate major?

Elementary Education	35 %
Physical Education	24%
Social Studies	06%
Math	06%
English	05%
Others	24%

17. What do you consider to be the primary goal of education? CHOOSE ONLY ONE ANSWER

Promoting academic development	124
Enhancing personal development	087
Facilitating social development	004

CBASE RESULTS

CENTRAL STUDENTS ONLY

4/88---1/25/94

Students who wish to complete a teacher education degree in Missouri need to successfully complete the College Basic Academic Subjects Examination, CBASE, as part of the admission process for acceptance into the teacher education program at Central. This requirement became effective on September 1, 1988 as part of the 1985 "Excellence in Education Act." CBASE is a criterion-referenced achievement examination focusing on the knowledge and skills requisite to successful college course work. It contains five examination areas: Writing, English, Math, Science and Social Studies. Since the first offering of CBASE in April of 1988, 2515 students have submitted test scores to the university as part of their teacher education admission process. The following page shows a matrix per test, by number of successful attempts, unsuccessful attempts with frequencies, and percentages. The left hand column of the matrix requires the following explanation in order to interpret the data:

1 = First attempt, successful

2 = Second attempt, successful

3 = Third attempt, successful

4 = Fourth attempt, successful

5 = Fifth attempt, successful

6 = Sixth attempt, successful

7 = Seventh attempt, successful

8 = Eighth attempt, successful

A = First attempt, unsuccessful

B = Second attempt, unsuccessful

C = Third attempt, unsuccessful

D = Fourth attempt, unsuccessful

E = Fifth attempt, unsuccessful

F = Sixth attempt, unsuccessful

English	Frequency	Percent
A	122	4.9
B	13	.5
C	1	.1
D	1	.1
1	2232	88.7
2	118	4.7
3	20	.8
4	6	.2
5	1	.1
7	1	.1

Writing	Frequency	Percent
A	73	2.9
B	9	.4
C	1	.1
1	2298	91.4
2	109	4.3
3	17	.7
4	6	.2
7	1	.1

Math	Frequency	Percent
A	208	8.3
B	21	.8
C	9	.4
D	4	.2
E	2	.1
F	1	.1
1	2130	84.7
2	83	3.3
3	28	1.1
4	11	.4
5	11	.4
6	4	.2
7	1	.1
8	1	.1

Science	Frequency	Percent
A	208	8.3
B	17	.7
C	1	.1
E	2	.1
1	2126	84.6
2	133	5.3
3	19	.8
4	4	.2
5	4	.2
7	1	.1

Social Studies	Frequency	Percent
A	135	5.4
B	16	.6
C	3	.1
D	2	.1
E	1	.1
1	2189	87.1
2	124	4.9
3	30	1.2
4	9	.4
5	3	.1
6	2	.1